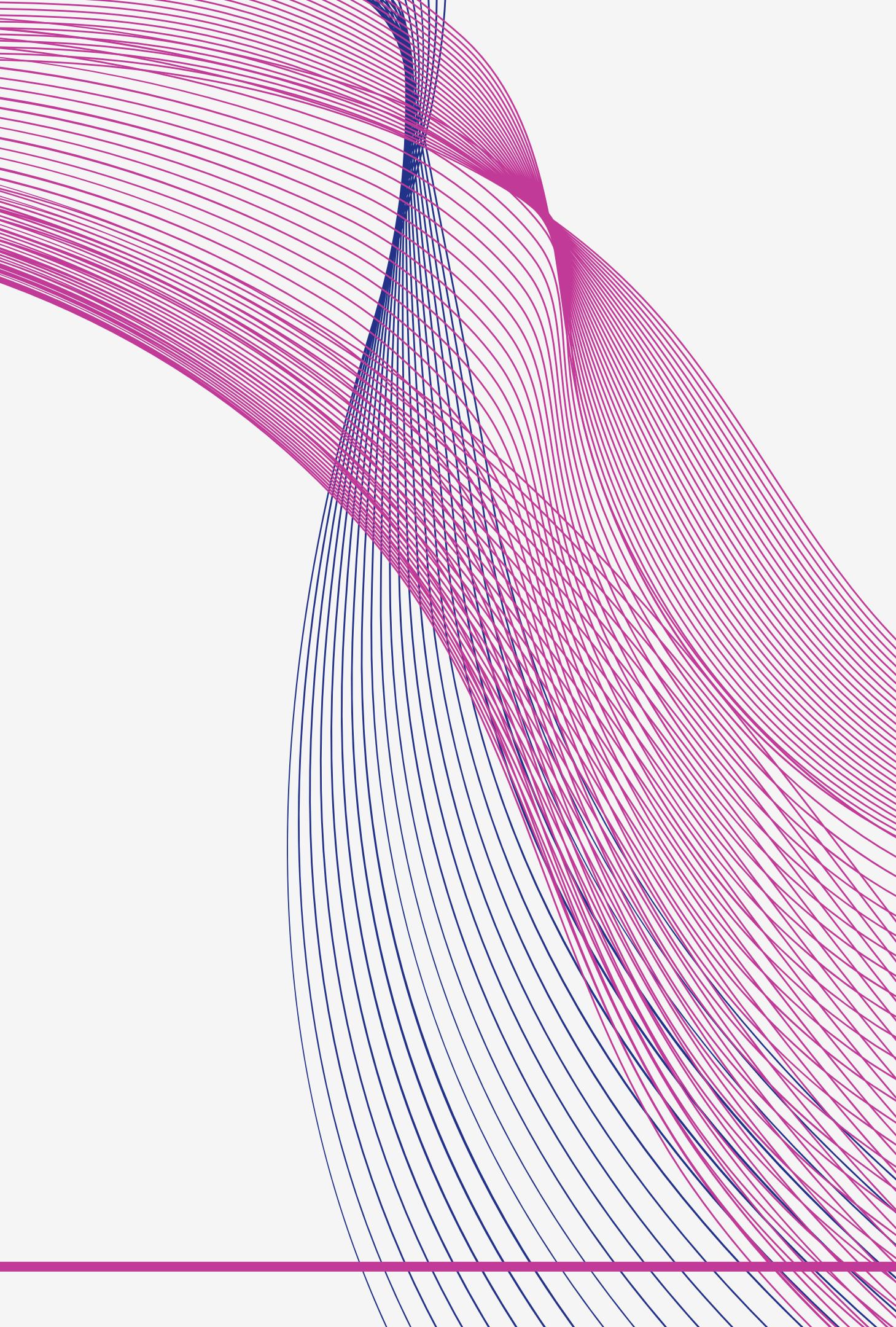




Humanalysis Solution

Application for profile analysis and human resource clustering!



IMPROVEMENT ORGANIZATIONAL PRODUCTIVITY

Objetive

Optimize workforce

- Individual talents meet the specific needs of your company.

How

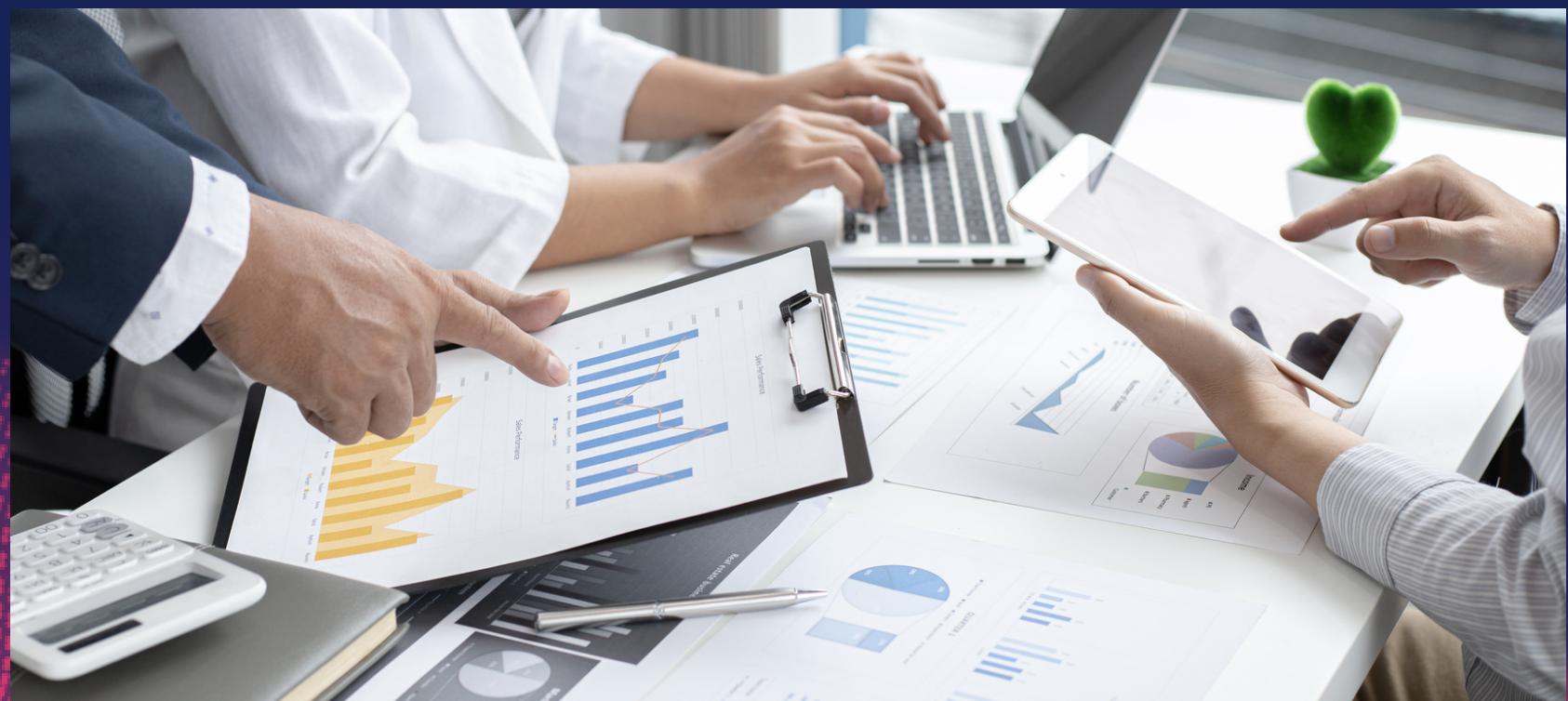
- Understanding the characteristics of each individual
- To enhance talent
- Increase job satisfaction and drive professional growth

Innovative approach

- Machine learning models applied to H.R.
- Clusters are directly related to each organization

Humanalysis Tool

- Identify characteristics of the human resources database
- Clustering model based on that unique database
- Visual reports for easy insight.
- Support decision-making
- Automatic updates of the database



DEEP DIVE IN THE PROCESS

Applying the Big Five Personality traits (OCEAN model)

- 50 questions completed on average in 8 minutes on a scale from 1 to 5.

Testing the 5 principal features of a personality

Neuroticism (sensitive/nervous vs. resilient/confident)

Agreeableness (friendly/compassionate vs. critical/rational)

Openness to experience (inventive/curious vs. consistent/cautious)

Conscientiousness (efficient/organized vs. extravagant/careless)

Extroversion (outgoing/energetic vs. solitary/reserved)



THE PROCESS

Humanalysis Solutions < 5.000 employees.

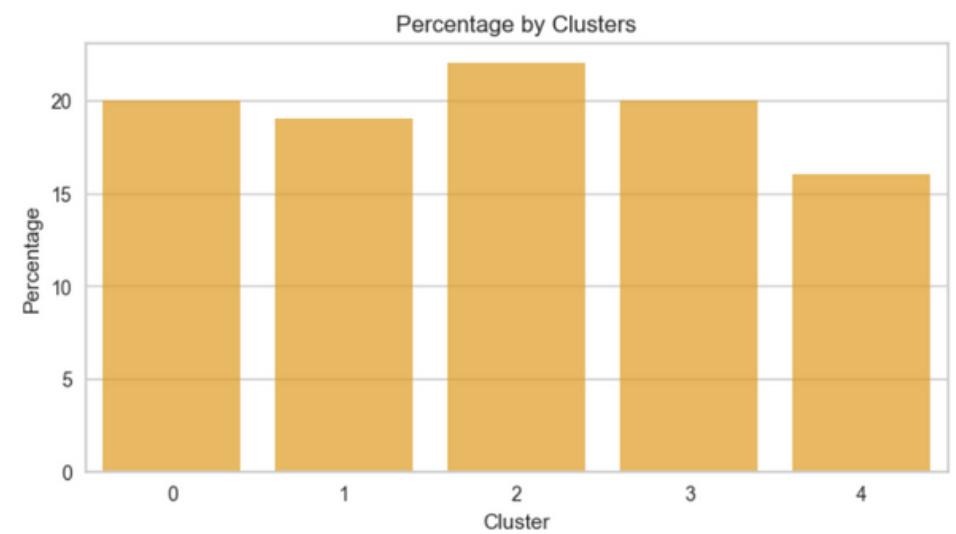
- K-means.
Clustering algorithm.

Humanalysis Solutions Pro > 5.000 employees.

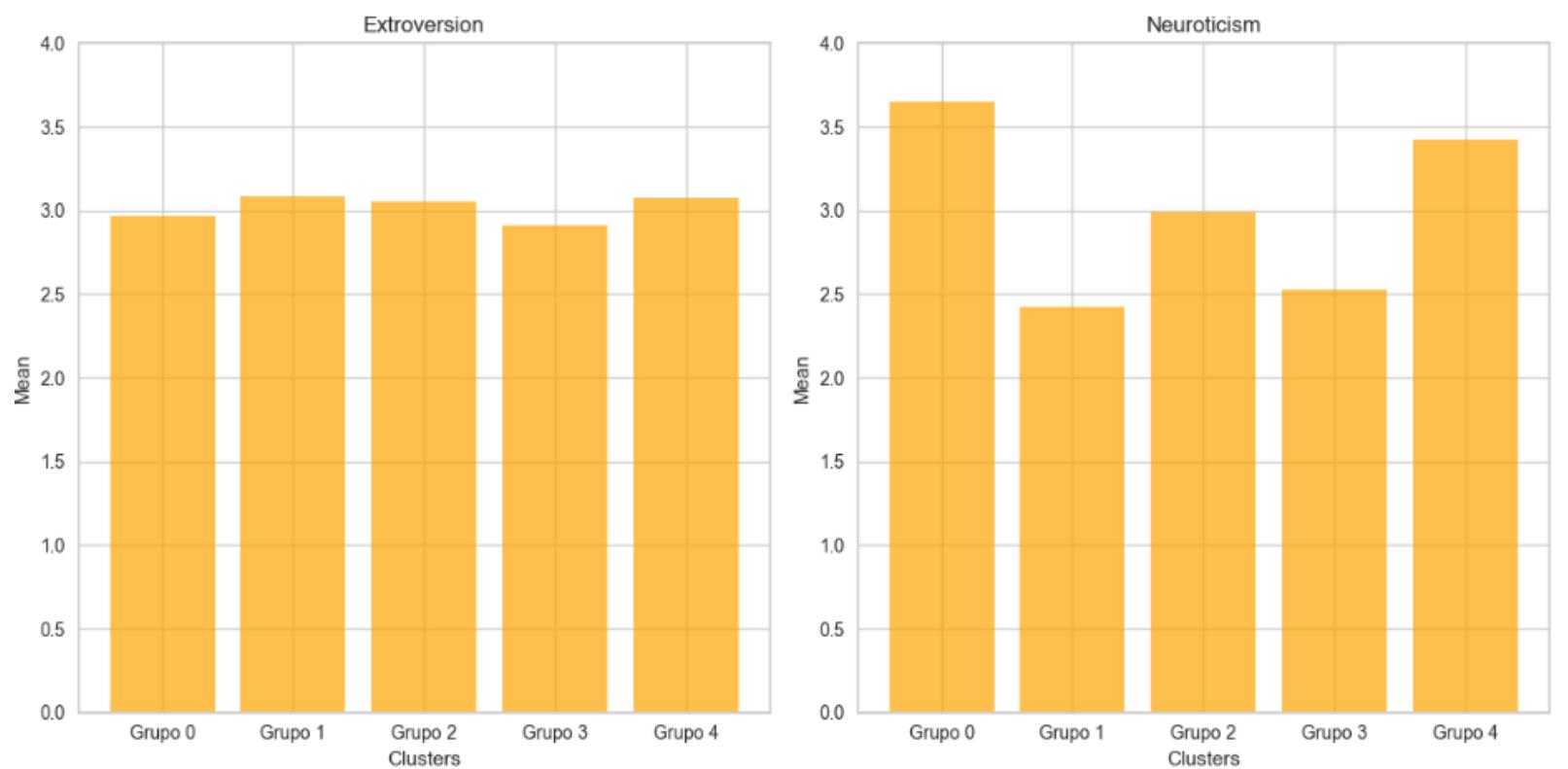
- PCA Machine Learning process.
Dimensional reduction method retaining the majority of the original variability.
- K-means process.

Visual reports

OVERVIEW OF THE COMPANY H.R CLUSTIRNG GROUP BY PERCENTAGE



OVERVIEW BY CHARACTERISTICS IN EACH GROUP



USE CASE DEMONSTRATION



Step 1 Collect the data

DEMO

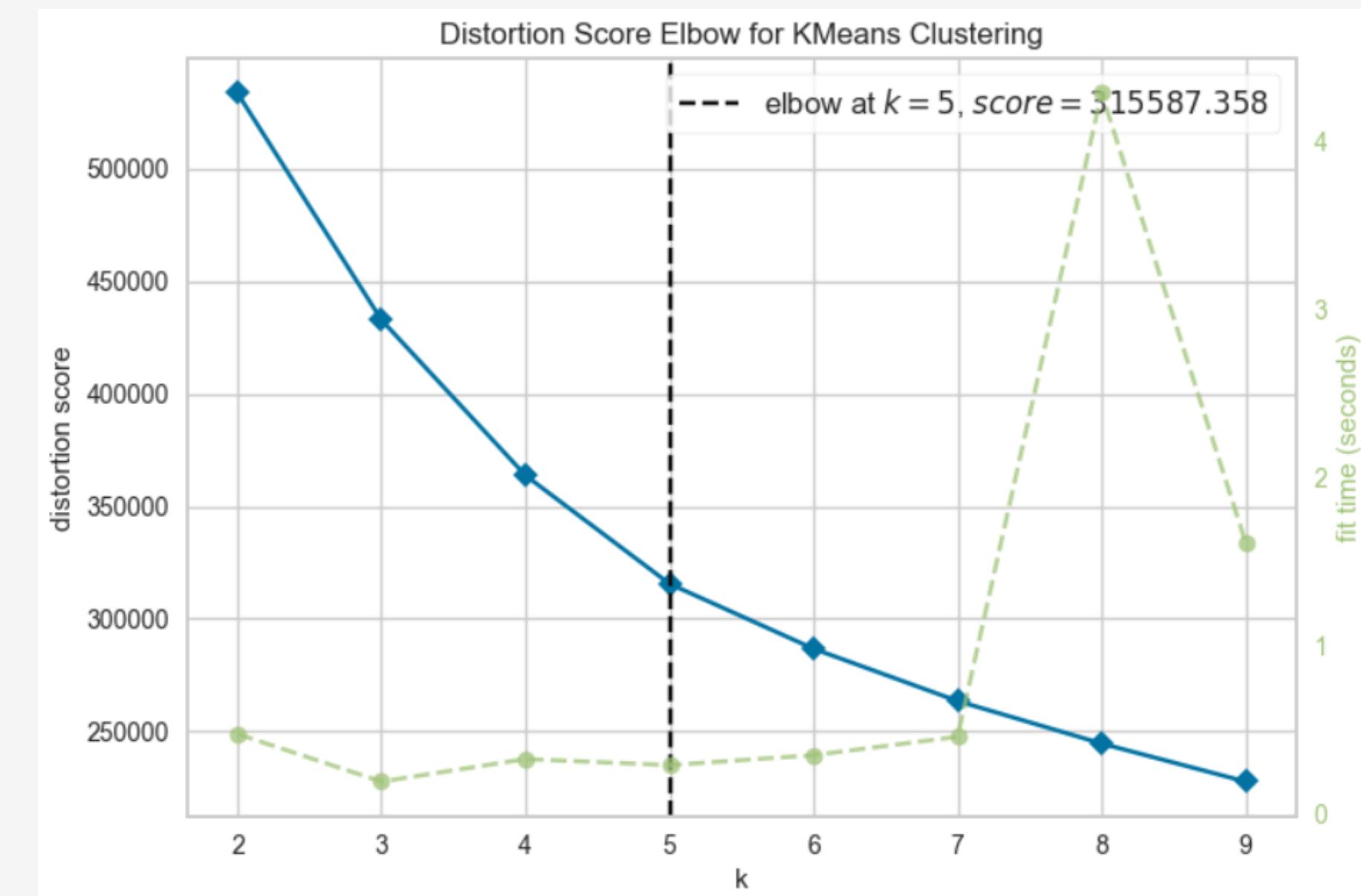


Step 2

Apply the Model

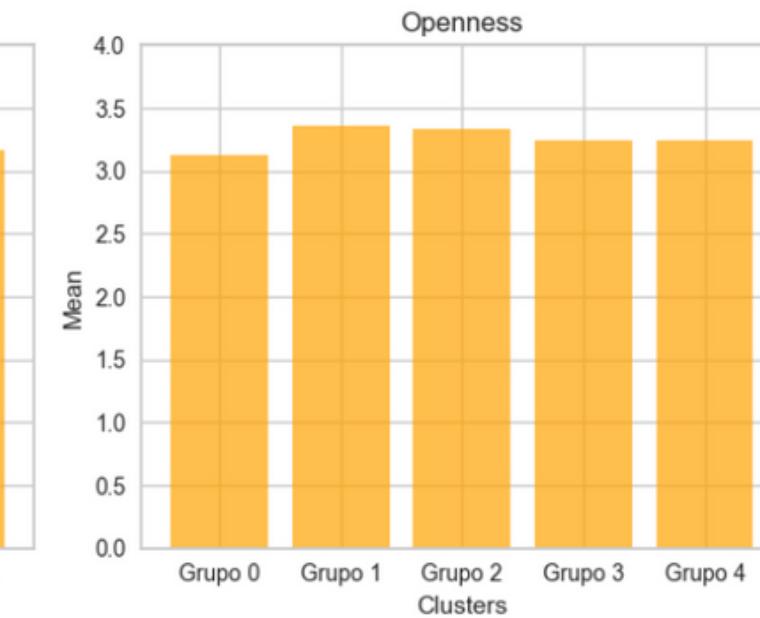
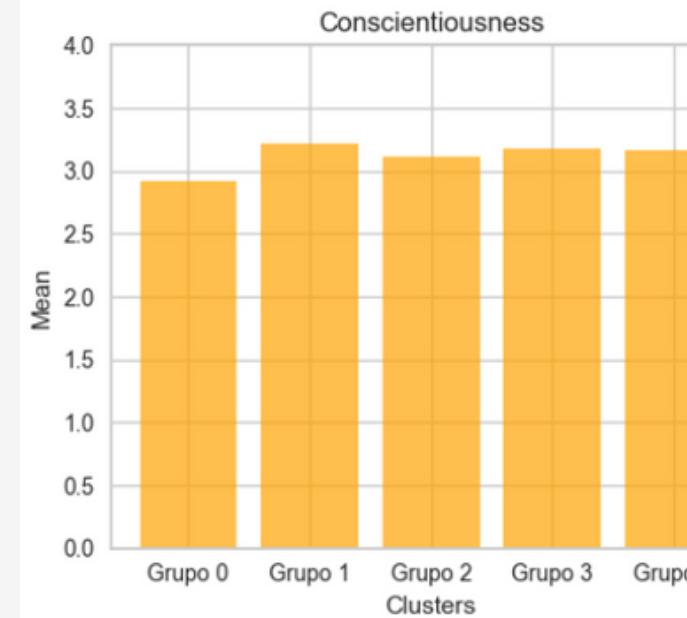
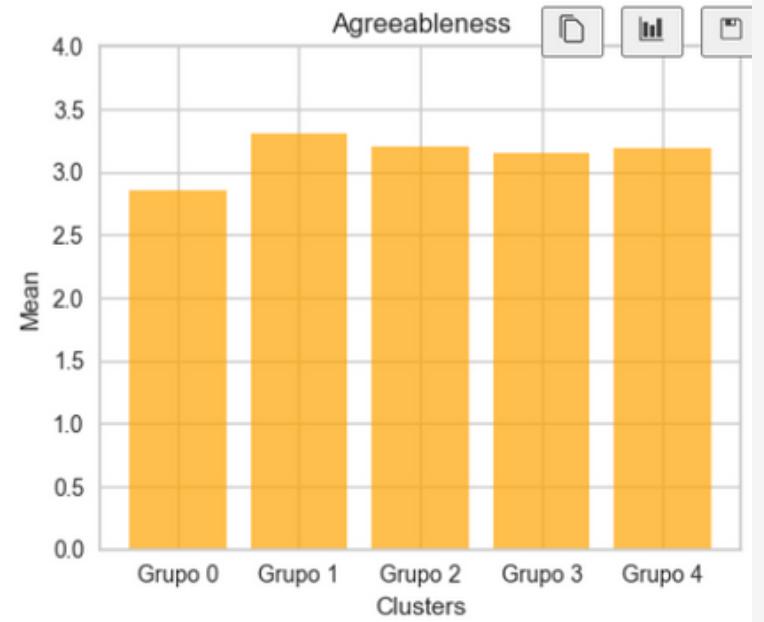
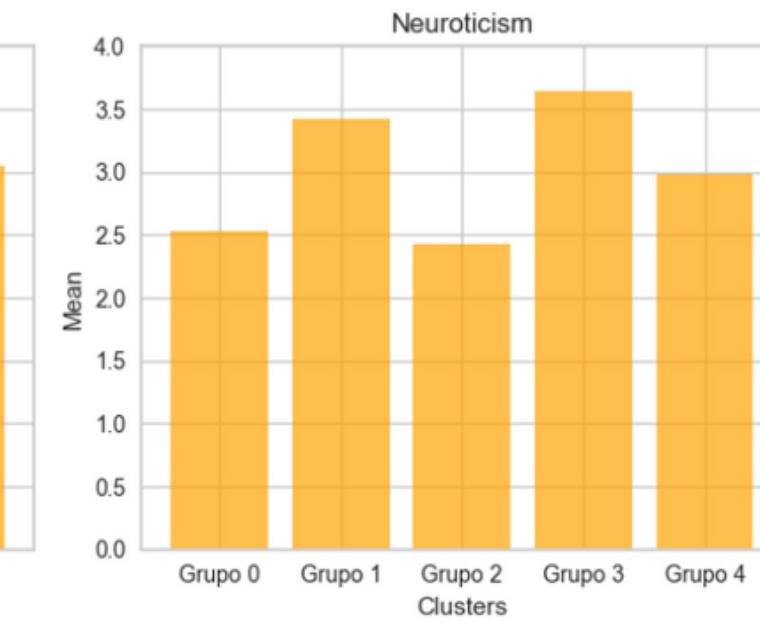
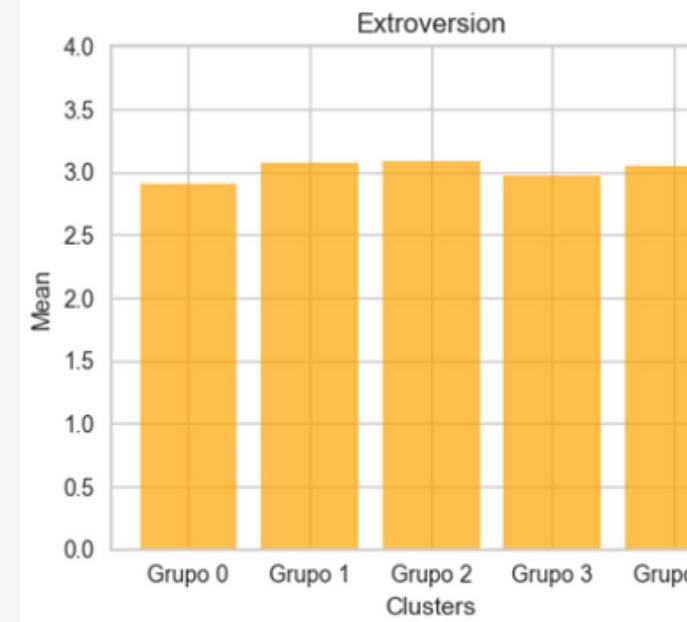
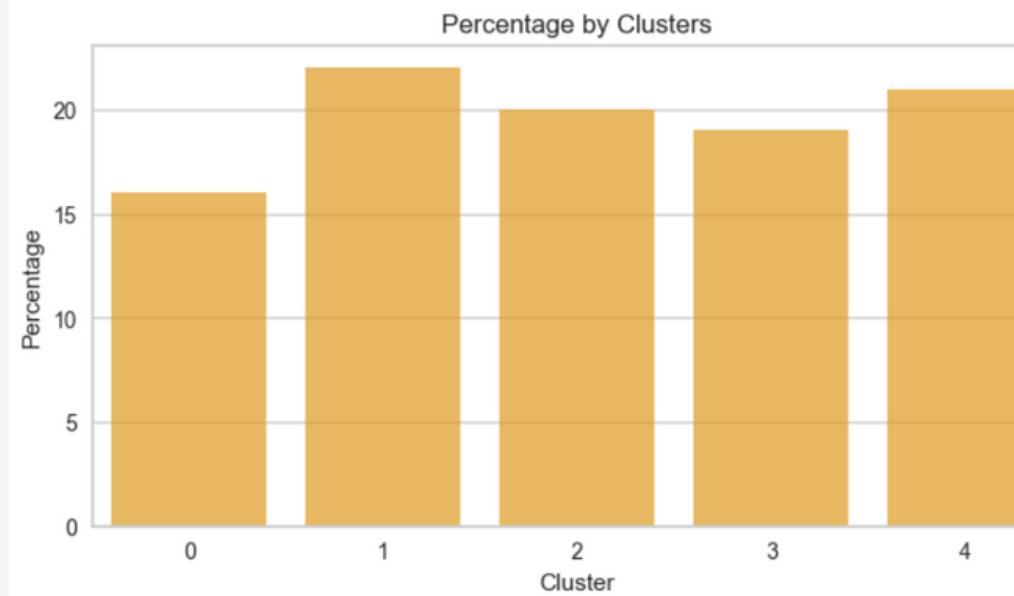
How many clusters your company have?

Example with 1.013.558 answers



Step 3

Get insights from visualizations



LIBRARIES USED

`matplotlib.pyplot`

`seaborn`

`sklearn -> KMeans, PCA`

`yellowbrick.cluster -> KElbowVisualizer`

`gradio`

`plotly.express as px`



Humanalysis Solutions

trust the process

Meet THE TEAM



André Torres
CEO



Frederico Raposo
CTO



Ricardo Guedes
COO